



Teaching  
Agency

# Allocations Methodology

**Initial Teacher Training  
Academic Year 2013/14**

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## Introduction

1. This document outlines the process the Teaching Agency (TA) intends to follow for the allocation of initial teacher training (ITT) new entrant places for academic year (AY) 2013/14. It builds on the letter from Michael Day on 15 June 2012.
2. The Secretary of State for Education announced on 14 June 2012 a major redefinition of the ITT sector for trainees entering ITT from September 2013 onwards, including:
  - significant changes in the control of ITT places, with emphasis directed towards school control of places;
  - continuing the drive to attract better-qualified candidates for training;
  - increased recognition of high quality training provision in accrediting providers and allocating places; and
  - changes in how ITT providers are defined.
3. Notwithstanding the major changes to ITT delivery, the Teaching Agency (TA) will retain overall control of places to ensure:
  - sufficient teachers are trained by phase and subject to meet demand without over-supplying the teacher market;
  - national and local teacher supply balances are maintained;
  - the Government's priorities are promoted, including developing specific subject specialisms and increasing school-led training; and
  - an increasing proportion of training is delivered by higher quality provision.

## ITT targets

4. Preliminary ITT targets for recruitment for academic year 2013/14 by phase and subject are to be published in October 2012. These control totals will determine the overall limits on the allocated places which can be distributed across all ITT routes, including School Direct. These will be reviewed following additional data available in November and December and final ITT recruitment control numbers will be confirmed in early 2013. Any changes that result from the final set of number controls may require amends to allocations (all places offered previously will be honoured).
5. The subjects for which core and school direct allocations are available is subject to review. At the start of the bidding process providers will be informed of any restrictions that will be applied.

## Managing ITT in AY 2013/14, including the status of ITT providers

6. There will no longer be distinct HEI/SCITT/EBITT provision. Accredited providers (whether HEIs or school-led) can deliver training as long as they are allocated places in that route. For assurance purposes, we may restrict access to allocations for certain providers.
7. For training routes schools will have a major and increasing involvement in the ITT process, including programme design, delivery and trainee selection.

## ITT routes in AY 2013/14

8. The table below shows the range of training routes available for AY2013/14, the method of allocating places (i.e. who will receive and control the allocation), who the main training body is (i.e. the type of accredited ITT provider, either institutional or school-led) and how training will be funded (either the trainee's tuition fee payment or a salary/training grant for employment-based routes).
9. Tuition fee-based places are where the trainees pay fees to the provider either directly or through a tuition fee loan. Postgraduate entrants may be eligible for bursary payments, depending on their subject specialism and the class of their degree. Places are available to ITT providers either directly through "core" allocations or in agreement with schools through the School Direct training programme (with School Direct places allocated directly to schools and school partnerships).
10. Up to 4,900 employment-based places will be allocated through the new School Direct (Salaried) employment-based programme for career changers. Accredited providers will link with schools/school partnerships holding School Direct (Salaried) places. A single grant will be available for each of these places. Definitions of eligibility for the School Direct (Salaried) programme will also be included in School Direct documentation.

Level	Allocation method	Control of places	Principal trainer	Funding method
Undergraduate	Core	HEIs	HEIs	Fees
Postgraduate			Schools	
		HEIs		
		Schools		

### School Direct

11. For AY2013/14 there will be a major expansion in the School Direct programme with a significant increase in the number of schools involved. These developments will put School Direct at the heart of all ITT delivery.
12. Schools/school partnerships with School Direct places will link with a provider to deliver training. Access to School Direct places is open to all accredited ITT providers for AY2013/14, subject to assurance considerations, as described in the "increasing school-led provision" paragraph below.
13. School Direct places are additional to core ITT places allocated directly to a provider. Full details of the responsibilities of schools/school partnerships and ITT providers in the allocation and use of School Direct places can be found in the specific School Direct documentation.

## Core allocations to ITT programmes

14. All non-School Direct places will be allocated as “core” allocations directly to ITT providers (similar to the current allocations method). All core places are tuition-fee based, i.e. employment-based places are only accessible through School Direct (Salaried).

## Increasing school-led provision

15. We are looking to increase school led initial teacher training provision, partly through new school-led provision (bringing into ITT for the first time many more schools and school partnerships, especially those led by outstanding and teaching schools) and also moving from employment-based to tuition fee-based places. Where completely new school led providers are accredited we will work with them in advance of them starting their programme to ensure that their first year of provision has sufficient allocations for their viability.
16. To promote high quality school-led ITT provision, we want to retain excellent training providers in ITT. Therefore, employment-based-only providers can ask the TA to run tuition fee funded routes (core and School Direct). If their programme is validated we will allow them to be able to take on School Direct (Tuition fee funded) places and request core places. These validation decisions are based on previous training history (including inspection reports) and the potential to take on fee-based training duties.
17. The additional responsibilities running these training places (including working with the Student Loans Company and establishing access agreements with the Office For Fair Access) means we will not, by default, allocate fee-based places to providers who have not previously run mainstream postgraduate places, i.e. providers who were employment-based only. For the same reasons, these providers will not be automatically able to take School Direct (tuition fee funded) places either.

## Employment-based training

18. The Secretary of State’s announcement included the closure of the graduate teacher programme (GTP) where places were allocated directly to EBITT providers. Funding for the overseas trained teacher programme (OTTP) for teachers who had qualified outside the EEA will not continue in AY2013/14.
19. Current EBITT providers may continue to take training places in the School Direct (Salaried) programme if schools choose to work with them. All other accredited ITT providers can also run School Direct (Salaried) places, which will increase competition for these places.

## **Undergraduate provision**

20. Undergraduate ITT provision will continue with similar funding arrangements to other higher education provision. We will grant fund continuing trainees who began their courses in AY2011/12 and beforehand, but there is no tuition fee funding for courses starting in AY2102/13 and beyond. We will continue to concentrate undergraduate provision in the primary phase.
21. The overall number of undergraduate new entrant places available in AY2013/14 will not grow and the allocation of places will reflect our policy on improving trainee quality. We will adjust places positively for providers who recruit trainees with the best A level results and reduce those with the poorest performance.

## **Subject knowledge enhancement**

22. The Secretary of State's announcement, the proposals in the strategy implementation plan and ITT target levels indicate ministers' continued focus on key priority subjects of mathematics, physics, chemistry and modern languages. To meet these challenging targets, we anticipate a continuing need for subject knowledge enhancement (SKE) provision.
23. School Direct will have a major effect on the design and market for SKE. Providers of SKE will need to ensure their courses are available for trainees from both core and school direct allocations.
24. As with last year, we will honour the associated ITT place for any trainee who embarks on a maths, physics, chemistry or modern languages SKE course prior to AY2013/14 allocations being made.
25. We have allocated 2012/13 SKE places, clarifying their use, and asking providers to register potential SKE trainees with us.

## Allocations process for all ITT places

26. The combination of the guarantee for outstanding provision and the significant growth in school direct places requires a hierarchical approach to allocating places. For each subject and phase group we will follow the process below in determining the number of places available.

Level	Stage
0	The number of places available to allocate
1	'Outstanding' provision (SCITT PG, HEI PG, HEI UG)
2	School Direct (Salaried)
3	School Direct (tuition fee funded)
4	Core allocations

27. In the primary phase, we will prioritise allocations where providers offer primary specialisms. The Secretary of State announced enhanced bursaries for primary teachers becoming mathematics specialists, i.e. exclusively teaching mathematics in primary schools. We have already asked providers to express their interest in delivering this provision and we will allocate specific places for this route.
28. We will also look at geographical location, where we will examine the supply needs of particular regions to ensure a thorough and balanced distribution.

### Outstanding provision

29. In the Secretary of State for Education's announcement on 14 June, he indicated the Government's intention to ensure that the highest quality provision was sustained and encouraged. This means that any provider with an "outstanding" grade in overall effectiveness (a rating of "1") will be guaranteed at least their existing allocation of places in the relevant phase (primary or secondary) as a core allocation of places for AY2013/14. This will of course be subject to their capacity to accommodate provision in the subjects they deliver.
30. The level of this guarantee is dependent on sufficient recruitment. Where a provider's historic recruitment patterns in a subject or phase are less than AY2012/13 allocation level then the guarantee will be adjusted accordingly.
31. Providers who are in receipt of the Outstanding guarantee must be mindful that it is only in place for AY2013/14 and AY2014/15 and is dependent on the provider maintaining that Ofsted rating. Providers should also seek to use this guarantee to provide stability whilst working with schools to meet their needs which will include, at a minimum, taking on School Direct places.

## Criteria for core allocations

32. As we anticipate the scale of requests for places will exceed the number available for distribution for certain subjects, we have a set methodology for determining whether a bid should be accepted and to what extent. We will look at a series of specific criteria to allow the calculation of cohorts of a specific number of places for each provider for each subject for each training route.
- The allocations criteria we will apply in calculating ITT places will be:
  - increasing school-led provision
  - provider quality
  - performance in recruitment and employment
  - trainee quality
  - cohort size
33. The Education Act 2005 placed an obligation on the TDA to consider the balance of allocations between denominational providers and non-denominational providers. Ministers have indicated their commitment that this will remain a consideration of the Teaching Agency. In allocating places for AY2013/14 this consideration can only be applied to core places and provision outside of the outstanding guarantee.
34. The degree to which each allocations criterion is applied will depend upon the scale of bids and how they relate to the allocation of School Direct numbers. We will adjust the application of these criteria as necessary. Exactly how each of the allocation criteria will be precisely applied can only be determined after bids for places have been received.

## Increasing school-led provision

35. Ministers have repeatedly stated their intention to increase the proportion of ITT training delivered in schools and involving them much more in the training process, including development, selection and delivery. This includes increasing their control of places through the School Direct programme and encouraging continuing and new school-led training, but also seeing much more school involvement in institution-led provision. We will prioritise allocations of institutional places for HEIs demonstrating strong school involvement.

## Provider quality

36. As in previous years, a provider's training quality (defined by Ofsted inspection reports and grades) is a crucial element in the allocation of ITT places. Providers with an outstanding grade will have their places guaranteed (see previous section). For other providers there is no guarantee of core allocations of ITT places in AY2013/14. The overall number of places available will depend upon allocations to the School Direct programme and the number of places reserved for outstanding providers. Any remaining places will be allocated according to the application of the allocations criteria.



Overall effectiveness	Capacity to improve	Allocations considerations
1	1	AY2012/13 cohort levels guaranteed for AY2013/14 and AY2014/15.
1	2	
2	1	Allocations set at levels based on availability of places and application of agreed criteria, but no guarantee of places.
2	2	
2	3	
3	2	We will look to reduce/remove places for these providers and, without improvement in quality at next inspection round, they face de-accreditation.
3	3	
Any 4		

37. Initially, allocation levels will be determined (expected to be October 2012) based on the current Ofsted inspection framework. Although a new Ofsted inspection framework will be introduced for AY2012/13, it is unlikely that Ofsted will have published new inspection reports in time.
38. We intend to continue our policy of allowing a review of allocation levels where a provider has an improved grading. We appreciate that we may be assessing providers across two different inspection frameworks, but we believe that the fairest assessment we can make of a provider's quality is to use the latest available information.
39. Once places have been allocated for the year, we will not reduce them for a provider whose inspection grade is weaker than their previous grade, unless there is compelling evidence demanding the immediate cessation of training provision. Future allocations, however, will be severely affected. If a provider receives a "requires improvement" grading, we will warn them that their accreditation is at risk without improvement.
40. For a provider whose grade improves during the academic year preceding the allocations academic year we will adopt the following approaches:
- Where the previous grade was good, satisfactory (will be "requires improvement") or non-compliant and the new grade is outstanding, we will review the allocations decision made initially and, subject to place availability, look to restore previous allocation levels. The revised level of allocated places will be guaranteed for AY2014/15.
  - If the previous grade was satisfactory or non-compliant and the new grade is good, whilst there is no guarantee of allocated places, we will review the allocations decision made initially. Depending on place availability and the application of agreed allocations criteria, we may adjust places. Whilst the new level of allocations will be the baseline for calculating AY2014/15 places, there remains no guarantee of allocations.

## **Performance in recruitment and employment**

41. Previous recruitment to ITT courses is assessed such that a provider recruiting at the same level as their allocations will be rewarded. Adjustments to the level of allocations will be considered if the provider has shown either under-recruitment or over-recruitment previously.
42. We examine providers' performance in achieving successful employment outcomes for their trainees and compare it against the sector average for each subject. Where performance is significantly below the average, we will look to vary allocated places appropriately.

## **Trainee quality**

43. The Government strategy for ITT emphasises the need for new teachers to be highly qualified and we will ensure postgraduate training provision attracting graduates with very good degree classes is promoted. Providers who recruit a high proportion of trainees with first class and 2.1 degrees will be treated positively in the allocation of places. In the allocations methodology for AY2012/13, we indicated that trainee quality would be a formal criterion for allocating places and we will assess recruitment data to reward providers with the best trainee quality rates.

## **Cohort size**

44. When allocating ITT places for AY2012/13 we informed providers that we would be reviewing the continued allocation of places to small subject cohorts. This resulted from the steady decline in cohort sizes we had observed in recent years. A regular supply of places is likely to maintain a viable and consistent level of training each year, promote the development of high quality practice and sustain consistent relationships between ITT providers and schools and school partnerships.
45. With a much reduced overall number of places to distribute to institutional provision not quality rated as outstanding, we anticipate that cohort size will be a continuing concern and we will work with providers to address this. If a provider's bid demonstrates that smaller cohorts are more appropriate and effective for the provision they require and they also meet other allocation criteria, we will examine the request.

## Invitation to bid for ITT places

46. In light of the details set out in this document we will be asking providers to supply information about the capacity to deliver ITT in 2013/14, which we will use to inform the allocation of places. In late September, we will provide a template on the Teaching Agency website for accredited providers to formally bid for ITT places to be directly allocated to them. Their capacity to deliver training should be by phase (primary/secondary), subject and level (postgraduate/ undergraduate). Providers should submit their bids by 12 October 2012.
47. This corresponds with school/school partnership bids for School Direct places (in which they will identify which ITT provider they will work with). As by this time, the school/ provider links will have been established, we would expect providers to identify their potential School Direct places in their bid. Duplication of capacity should be avoided as this may lead to a distorted allocation of places.
48. Providers are asked to consider the following points when stating their capacity:
  - how School Direct may influence demand for core allocated places;
  - the effect of an increased emphasis on school-led/based training on the provision offered;
  - ministers' desire to see better qualified trainees entering training;
  - how the changes in subject target levels reflect ministers' priorities and the need for providers to adapt to this.
49. To reflect ministers' wishes to encourage primary subject teaching in key areas, we will be asking providers to identify specific primary specialisms offered. This will be used in prioritising the allocation of places in 2013/14. Some providers will have submitted bids for mathematics primary specialists recently.

## Use of places and relinquishment of unused provision

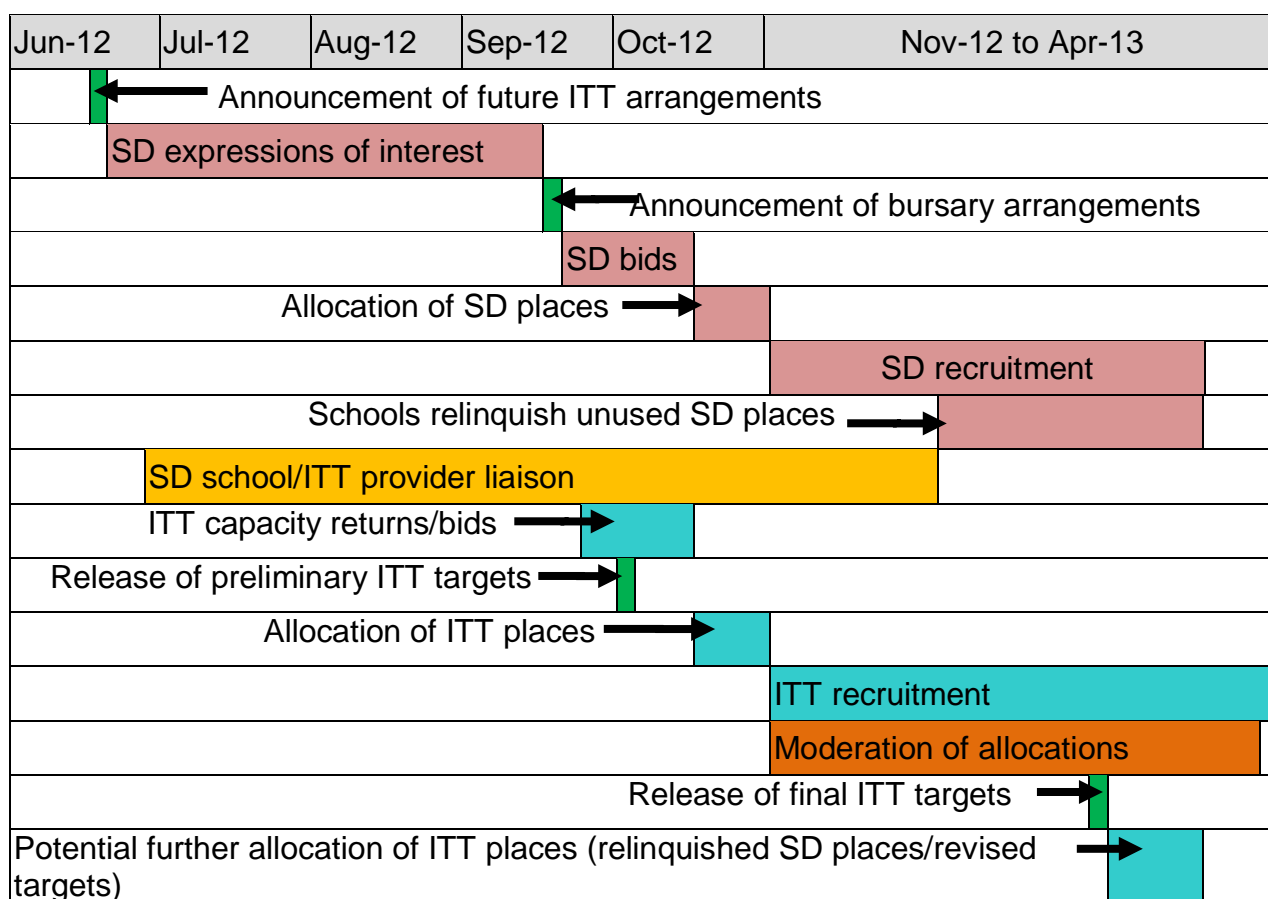
50. When bidding for places, providers must be realistic in the scale of places they ask for, in respect of the capacity for training that they and their partner schools can accommodate and their ability to attract high quality trainees who will make excellent teachers with strong post-qualification expectation of employment.
51. Where providers are aware that places will not be filled, they should relinquish places back to the Teaching Agency as soon as possible to allow for the immediate re-allocation of available places where possible. As in previous years, instances of significant under- or over-recruitment which are not reported may be subject to future allocation penalties.

## Effect on future allocations

52. This document refers specifically to the allocation of ITT places for 2013/14. For future years we may modify the approach we take to allocations.

## Timing

53. Whereas School Direct places for AY2012/13 were allocated after the allocation of general ITT places, the relative timing of ITT and School Direct allocations will be synchronised more closely in AY2013/14.
54. The table below shows the timeline for School Direct and ITT allocations for AY2013/14. Note the final allocation of ITT places relies on the release of at least preliminary new entrant targets for AY2013/14 by early October 2012. Delays in this will necessarily cause slippage in the timeline. We anticipate that a final calculation of the targets in early 2013 may permit further places to be allocated, although this cannot be guaranteed.



55. This document sets out a number of important changes that you may wish to discuss with your Professional Delivery Lead (PDL). In some cases providers will have to consider significant changes such as their continuation in ITT and in these cases your PDL can arrange contact with colleagues in the Funding, Allocations and Performance Division. You may also wish to contact us directly at [ta.allocations@education.gsi.gov.uk](mailto:ta.allocations@education.gsi.gov.uk) if you have any queries.



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